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HONOURABLE LYALL HANSON

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The Honourable Robert G. Rogers
Lieutenant Governor
Province of British Columbia

May it please Your Honour:

The 67th Annual Report of the Ministry of Labour for the fiscal year ending March 31, 1986 is respectfully submitted.

Honourable Lyall Hanson
Minister of Labour
and Consumer Services

The Honourable Lyall Hanson
Minister of Labour and Consumer Services
Province of British Columbia

Honourable Minister:

I have the honour to submit herewith the Annual Report of the activities of the Ministry of Labour for the fiscal year ending March 31, 1986.

Graham Leslie
Deputy Minister

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Ministry of Labour

85/86 ANNUAL REPORT

Labour Relations Program

EMPLOYMENT STANDARDS BRANCH

The objectives of the Employment Standards Branch are:

- to resolve complaints filed pursuant to the Employment Standards Act in a timely fashion;
- to provide investigative and mediative services to the Labour Relations Board on matters arising from the Labour Code, including conducting representation votes;
- to provide investigative and other services to the Council of Human Rights; and
- to increase public awareness of the Employment Standards Act.

The Employment Standards Branch derives its legislative authority from the Employment Standards Act, the Labour Code and the Human Rights Act.

The program was established to provide fair and equitable working conditions including the manner and frequency of wage payment and minimum standards affecting wages, working hours, annual vacations, general holidays, maternity protection and terminating employment provisions.

In March 1986, Statistics Canada estimated the total number of employees in the Province at 1,452,000. The number of employers registered with the Workers' Compensation Board was 86,940. Potential clients of the branch are employers and employer interest groups, employees and their interest groups, student groups such as schools, colleges and universities, and certain government agencies, for example, Canada Manpower.

Due to population concentration, 65% of the branch assignments processed arise in the Lower Mainland/Victoria areas; however, the branch provides the same level and quality of service throughout the Province.

The program is delivered primarily by Industrial Relations Officers (IROs) assisted by support staff and management. There are 110 allotted full time equivalent staff, of which 60 are designated as IROs, 9 management positions and 41 support staff. The staff works out of 14 offices located throughout the Province.

During the reporting year, the Branch received 12,639 assignments.

TABLE 1: Statistics, Employment Standards Branch
April 1, 1985 to March 31, 1986

Wage Recovery	
Number of certificates issued	936
Value of certificates	$4,468,770
Number of orders to pay issued	1,257
Orders to pay reviewed by Director	134
Hearing held pursuant to Sections 83 & 84	55
Total user fees collected for reviews	$ 25,742
Recovered by litigation	$2,458,031
Recovered by voluntary compliance	$2,654,496
Assignments	12,771
Employment agencies – licences	96
Farm labour contractor licences	66
Child employment permits	
General permits issued	121
Fruit, berry and vegetable industry permits	827
Total child employment permits	948

MEDIATION SERVICES BRANCH

The prime objective of Mediation Services is to assist parties involved in collective bargaining settle contract disputes. The legislative authority for the program is derived from Section 69 of the Labour Code which authorizes the Minister of Labour to appoint a mediator at his discretion or when either party to a collective bargaining dispute applies for a mediator.

Where the parties fail to reach an agreement during mediation, the mediator prepares a report on the negotiations for the Minister. The parties may then initiate strike or lockout action but the mediator remains available to assist the parties.

The legislation intends to provide professional assistance to settle collective bargaining disputes with minimum labour disruption. Conciliation and mediation in labour disputes were first established as available options or legislative requirements within our society in 1907.

Mediators are also available on an informal basis in disputes which result in strikes or lockouts. In addition, mediation is provided in labour disputes pursuant to the Public Service Labour Relations Act and the Schools Act.

Mediation Services clients are trade unions, employers or employer organizations located throughout the Province. The program is delivered by individual mediators who develop their mediation techniques from contact with other mediators combined with their own individual approach.

The Branch maintains contact with a variety of conciliation and mediation services in Canada and the United States to exchange information on administration, legislation, trends and problems of mutual concern. The Branch also provides speakers, panelists and moderators to educational institutions and employee and employer organizations.

This year the mediation function was expanded to include "Grievance Mediation" which is one of five parts of the new program - Preventive Mediation. It is expected that as the mediators gradually receive the necessary training in 1986 the balance of the program will be implemented. The five parts of the program are:

- Grievance Mediation
- First Agreement Orientation
- Labour-Management Committees
- Joint Training
- Relationships by Objectives

The entire program is based on the conviction that establishing and maintaining a sound relationship between union and management is of paramount importance to their mutual well-being.

Table 2: Analysis of Mediation Officer Appointments April 1, 1985 to March 31, 1986.

Appointments continued from previous year	84
Appointments made – April 1 — March 31	210
Total	**294**
Breakdown of Appointments	
On application of employers, Section 69 (1)	84
On application of trade unions, Section 69 (1)	124
Joint applications, Section 69 (1)	0
At direction of the minister, Section 69 (2)	2
Total	**210**
Coverage of Appointments	
Number of employers involved	226
Number of units affected	243
Disposition of Appointments	
Parties reached agreement	190
Parties did not reach agreement	39
Appointments continuing	58
Appointments rescinded	7
Total	**294**
Additional Settlements	
Following report of the mediator	12
No official appointment	5
Total	**17**

Table 3: Disputes completed by Mediation Services in 1985/86

Appointments	294
Less rescinded apointments	–7
Less continuing	–58
Plus no appointment	5
Total disputes completed	**234**
Disputes settled during mediator's term	190
Disputes settled after mediator's terms	12
Disputes settled, no official appointment	5
Total settled	**207**
Disputes reported, not settled	39
Less settled following report	–12
Total net settled	**27**
Percentage settlements	***88.5***

COMPENSATION ADVISORY SERVICES

Compensation Advisory Services are established under Section 94 of the Workers Compensation Act to assist workers and employers in their dealings with the Workers' Compensation Board.

The Act requires the Workers' Compensation Board to provide compensation to workers for personal injury or industrial disease arising from employment. Compensation may include medical aid, wage loss, permanent disability pensions and vocational rehabilitation assistance for injured workers and/or dependents.

The Workers Compensation Act was amended by the Workers Compensation Amendment Act 1985 which established a revised appeal structure to address the current backlog of claims appeals.

Workers' Advisers

The office of the Workers' Adviser provides informed advice to injured workers and their dependents about the benefits and policies of the WCB. Appeal assistance is provided in cases involving complex legal, medical or important policy issues. Advisers meet with WCB officials to resolve specific claims issues which may not require appeals and on general matters of policy and practice. In addition, Advisers provide training seminars to unions, professional associations and other organizations who assist workers in the appeal process.

Clients of the program include injured workers with WCB claims, their dependents, union

representatives and associations with injured workers.

Adviser activities include telephone and personal interviews, written advice, interviews, assistance in resolving claims problems with the WCB, written submissions to the various appeal bodies, representation at hearings, and training seminars.

While the number of incoming calls has declined slightly, the number of new enquiries for specific duty advice continues to increase. This trend is expected to continue because of the increase in the number of Review Board Panels now hearing appeals and changes to internal policies at the WCB. The duty advice system is designed to provide immediate general advice to the public and has reduced the need to open new files or re-open older files where only brief service is required.

While the number of Review Board hearings attended has decreased slightly, the number of written submissions to the Review Board has increased. As the Review Board addresses the backlog of appeals, both of these areas are expected to increase significantly. Submissions to the Commissioners on appeal have decreased slightly and submissions to the WCB officers have increased to reflect changes in the Management Review system.

As the number of appeals dates scheduled by the Review Board increases, there are increased demands for assistance from workers currently caught up in the appeal backlog. With the addition of two Advisers, we hope to provide more actual representation to assist more injured workers. Demand is also expected to increase for advice and interpretation of new policies affecting wage loss benefits, pension entitlement and rehabilitation services at the WCB.

With the increased demands for service, the Branch is exploring training workshops for groups of workers having similar types of claims. The presence of Advisers in regions serviced by the Review Board is also being investigated. A new pamphlet describing Branch Services to the public is in process, and we will soon embark on a project to computerize client caseloads.

TABLE 4: Workers' Advisory Statistical Summary of Activities, 1985/86

Incoming Calls		15,581
New enquiries		2,645
On-going advice and assistance		
Carried over	519	
New files	249	
Re-opened	98	
Total	*866*	
Representations		
Review Board hearings attended		20
Review Board submissions		61
Commissioners submissions		53
WCB submissions		78
Total		212

Employers' Adviser

The office of the Employers' Adviser is established under Section 94 of the Workers Compensation Act. Advisers provide an independent source of advice, assistance and information to employers, potential employers and employers' associations with respect to workers' compensation legislation, decisions, appeals, policy and related matters.

Most assignments deal with claims matters. Advice and assistance is provided on the telephone and in response to written inquiries. Advisers can represent employers with written submissions and verbal presentations at all levels of the Workers' Compensation Board and at all appeal mechanisms established under the Act.

The program also provides education on workers' compensation, increases awareness of employers' rights and obligations under the Act and encourages participation by employers in the workers' compensation system. Through education and training seminars, the employer community is encouraged to foster a safe working environment. Participation in the system provides opportunities for the employers to promote harmonious labour/management relations.

The addition of an adviser in August of 1986 increased the complement of the Branch to three advisers. It is anticipated the expansion of the experience rating assessment system to all employers in the system in 1987 will result in additional inquiries to the office.

CONSTRUCTION INDUSTRY COORDINATOR

The Construction Industry Coordinator is responsible for government-industry liason and advises government on policy development, assessment of manpower requirements, project forecasting and the development of industrial relations procedures appropriate for this sector of the economy. The coordinator's office is a focal point for labour and management in the construction industry, and its success depends on regular contact with industry and union leaders.

This program is involved in labour–management relations, training and safety. Its clients are labour and management in the construction industry.

By the end of the year the functions of the construction Industry Coordinator had been combined with those of the Assistant Deputy Minister, Labour Relations, who will be required to continue the relationship with the construction industry.

WORKERS' COMPENSATION REVIEW BOARD

The Review Board is established under Sections 89 and 90 of the Workers Compensation Act to provide an independent appeal agency for the review of Workers' Compensation Board (WCB) decisions affecting a worker. Prior to the establishment of the Review Board, (and its predecessor the Boards of Review) appeals were handled internally by the WCB.

Panels of the Review Board may be comprised of: the chairman or a vice–chairman sitting alone; the chairman or a vice–chairman sitting with a member with a background associated

with labour interests and a member with a background associated with employer interests or; the chairman and two vice–chairmen.

Sixty–five per cent of all appeals are dealt with by way of oral hearing, the balance by way of written submission. All decisions must be in writing.

Clients of the program are workers, their dependents and employers. Client groups are located throughout the province in all industries which fall within the scope of coverage of the Workers Compensation Act.

The Workers Compensation Amendment Act, 1985, became effective February 19,1986. These amendments provided for the renaming of the appeal agency as the Review Board under the direction of a single chairman, with increased flexibility in the constitution of panels. At the same time, the number of vice–chairman members and support staff of the Review Board was increased to deal with the backlog of claims which had accumulated. Significant revisions to the Review Board's operating regulations were also made.

Appeals received in 1985/86 totalled 3,904, while appeals disposed of totalled 3,256. Although the reporting periods for claims accepted and claims appealed vary slightly, it is significant to note that only about 2.5% of Workers Compensation Board claims were appealed in 1985–86.

Safety Engineering Services Overview

Organization

Safety Engineering Services Division is comprised of four operational branches; Boiler and Pressure Vessel, Electrical, Elevating Devices and Amusement Rides, and Gas, and is supported by an administrative component. The Division's 200 personnel are employed throughout the Province in 39 regional and branch offices. The Executive Director, Branch Directors and senior managers are located in Vancouver.

Mandate

The primary objective of the Division is to provide a safe living and working environment for the people of B.C. within the context of the governing Acts and Regulations. This is accomplished through programs involving inspection, certification, licensing, examination, equipment approval, education, codes and standards development, and accident investigations.

Approach to Mandate Achievement

The mandate of the Division has remained constant in the past years; however, achievement of the objectives has been modified to reflect economic conditions and public expectations. The approach has evolved from a rather restrictive "policing" role to a consultative approach with maximum industry involvement through the concept of shared responsibility and increased self-regulation. In so doing, much of the responsibility for ensuring that installations and equipment meet standards is vested in the industry, while regulatory activities such as inspections, audits, and plan review, are now increasingly used as a support mechanism to verify and assure compliance and to maintain standards. In this way, Division objectives are achieved with minimum government involvement. Emphasis has been placed on safety education activities to promote increased awareness of safety hazards.

Advisory Committees, composed of all facets of industry are widely used in the preparation of legislation and regulations and to provide an appropriate forum for safety dialogue.

A monitoring and auditing approach is employed to identify repetitive hazards and, where necessary, to take disciplinary action. Each Act incorporates appeal procedures to ensure that decisions may be grieved through an open and impartial hearing.

Representatives from the Division participate in international and national standards writing activities to ensure British Columbia has a voice in establishing the standards that are ultimately applied to our residents and industry. In this way, codes and standards activity costs are minimized, the consensus principle is used, national safety expertise can be focussed on specific issues, and provincial standards are compatible with the rest of Canada.

Revenue Strategy

The Division utilizes a "user/pay" policy with the goal of recovering 100% of the Division's cost recovery benchmark for providing the services by fiscal year 1988/89. The projected cost recovery for this fiscal year is approximately 79% based on estimated revenues of $6.1m against a cost base of $7.7m. Fee structure revisions and anticipated activity growth should permit achievement of the cost recovery goal. In addition, approximately $2 m is expended on public safety education, development of codes, standards, appeals and investigations, legislation, and other activities which are considered non-recoverable and are funded from general revenue.

Future Goals

The immediate major goals of the Division are to:

- Continue with the development of the shared responsibility concept;
- Further develop and extend the education program;
- Further develop the computerized management systems;
- Continue to improve the revenue cost recovery program;
- Keep the applicable Act and Regulations and inspection capabilities abreast with advancing technology.

BOILER AND PRESSURE VESSEL SAFETY BRANCH

The mandate of this Branch is to provide a safe environment for the citizens of British Columbia concerning design, manufacture, installation, construction and operation of boilers, pressure vessels, refrigeration plants, and pressure piping systems through the development of standards, education and regulatory services.

Legislative authority is derived from the Power Engineers, Boiler and Pressure Vessel Safety Act and regulations, the A.S.M.E. Boiler and Pressure Vessel Code and the Canadian Standards Association B-51, Code for the construction and inspection of Boilers and Pressure Vessels.

The Branch coordinates the certification of power engineers and refrigeration operators;

monitors welding procedures and the qualifications of welders; and inspects manufactured vessels and installed pressure containment units.

Clients of the program include pulp and paper industries, mining operations, chemical plants, petroleum refineries, food processing plants, fabricating shops, operators of pressure containment units, manufacturers, contractors, consulting engineers, testing agencies, public institutions, power engineers, welders, refrigeration mechanics, owners of industrial and public buildings, and codes and standards committees. Client groups are located throughout the Province. Lumber and pulp and paper industries, however, are moving away from the Lower Mainland as plants along the Fraser River become too old to operate economically.

Programs are delivered through: design survey and registration; inspecting installed boilers, pressure vessel, pressure piping and refrigeration systems; monitoring testing agencies and contractors who install, alter or repair pressure containment units; examining power engineers, boiler operators and refrigeration operators; and seminars, education, and codes and standards development.

The Branch continues its safety assurance programs in all major plants where inventories of pressure containment equipment are practically completed and shared safety responsibility means are in place.

Table 5: Boiler and Pressure Vessel Safety Branch
ACTIVITY SUMMARY

	4th Quarter	Year-to-Date
Total inspections conducted	1867	5208
First Certifications conducted	395	1184
Re-Certifications conducted	1195	3425
Shop inspections conducted	186	378
Miscellaneous inspections conducted	91	221
Boiler installation permits issued	71	217
Refrigeration installation permits issued	29	116
Boiler Contractors licensed	586	586
Refrigeration Contractors licensed	318	318
Welding Contractors licensed	363	363
Testing Agencies licensed	29	29
Suspensions or Prosecutions	0	2
Designs surveyed	318	783
Examinations given	375	1017
Total written corrective actions	271	707
Corrective actions resolved	195	580
Corrective actions unresolved	76	76
Accidents/incidents investigated	6	6
Fatalities	0	1

ELEVATING DEVICES SAFETY BRANCH

The Elevating Devices Safety Branch ensures the safety of all users of passenger elevators, freight elevators, escalators, moving walks, handicapped lifts, workmen's hoists and amusement rides.

The Elevating Devices Safety Act and Regulations governs safety of elevating devices through inspections, standards development, safety education and monitoring of contractors.

Current clients of the program include residents and visitors to B.C., owners and managers of elevating devices, manufacturers, other government agencies, standards organizations, elevating device consultants, fire departments, the provincial fire commissioner and the insurance industry. This client base generally increases as the population increases, as the number of tourists increases and as the number of elevating and amusement devices rises.

Services are delivered through the licensing of competent contractors, registration of plans, acceptance inspections and licensing of installation, periodical inspection of equipment, safety awareness promotion and accident prevention programs.

There is a continuing increase in the demand on this program as technology produces new types of elevating devices and as the number of elevators and amusement rides increases.

During the 1985/86 period, the Branch spent a considerable amount of time and effort on Expo 86; the activities involved everything from engineering drawings to acceptance inspections and follow-up action for the amusement rides, elevators and escalators, and elevating devices for the handicapped.

The statistical summary of activities shows that regular inspections dropped from the previous reporting year due to a shortfall of three elevator inspectors, although acceptances of new equipment increased by 66% due to increased commercial activity brought on by Expo 86. Drawings registered for new installations dropped by 20%.

The Branch expenditure for 1985/86 was $973,900; revenue was $815,780. This compares with $1,031,094 expenditure, $611,590 revenue in 1984/85.

Table 6: Elevating Devices Safety Branch
Statistical Summary of Activities

	1985/86	1984/85
Regular Inspections	7,443	8,240
Testing and acceptance of new equipment	627	378
Incidents investigated	162	122
Complaints investigated	454	255
Directions issued	7,380	6,507
Drawings registered	387	474

GAS SAFETY BRANCH

The Gas Safety Branch ensures a safe living and working environment for residents of B.C. relating to the distribution of natural gas, propane and any gas in mixtures and their final use in gas systems and appliances of all kinds.

Clients include natural gas and propane utility companies, gas contractors, vehicle conversion shops, gasfitters, municipal gas inspectors, home owners, vehicle owners, taxi cab companies, architects and engineers, and the general public.

The Branch programs are delivered in four areas; education, standards, licensing and inspections as outlined in the divisional introduction to this section.

With an increasing number of automobile conversions, more conversion shops are coming on stream. The majority of these are located in the Lower Mainland with numbers growing in other municipal areas of the Province.

Taking over responsibility for propane a few years ago has greatly increased the scope of the Branch's work. Demands for its services are now coming from the Coast Guard, recreational vehicle dealers, provincial training institutes and other non-traditional clients. The growing use of propane in recreational vehicles places new demands on our staff through every facet of our programs.

With the steadily increasing scope of work and the restraint on staff hiring, emphasis is moving toward "before the fact" standards development, safety education and defect prevention. The principle of shared participation and responsibility with industry will be further developed throughout segments of the gas industry. A mechanism is being developed to ensure preventative safety responsibilities are fulfilled.

The Branch will also:

- upgrade and simplify the examination process for licensing,
- prepare training programs for fire departments about propane, natural gas, compressors and recreational vehicles,
- prepare a recreational vehicle gas safety course and licensing procedure.
- prepare and deliver educational seminars covering new issues of national gas codes.

Table 7: Gas Safety Branch
Statistical Summary of Activities

	1985/86	1984/85
New designs checked	2,100	2,350
Appliances certified	1,053	968
Gas permits issued	20,060	27,326
Inspections conducted	40,510	44,048
Gas fitters examinations	752	683
Gas fitters licenses issued (new)	355	615
Gas fitters licenses issued (renewed)	3,862	3,952
Prosecutions	2	5
License suspensions	2	2
Gas bonds called	1	0
Meetings conducted	95	105
Special Investigations:		
Explosions	5	13
Fires	28	24
Other incidents	8	17
Fatalities	2	4
Near asphyxiations	3	6
Written recommendations on:		
Defects and hazards (estimates)	2,237	2,708

ELECTRICAL SAFETY BRANCH

The Electrical Safety Act and Regulations are intended to ensure safe living and working conditions relating to the operation, distribution and use of electricity in British Columbia.

The program was introduced because of the number of accidents and injuries related to the use of electricity. It is intended to establish and maintain standards for the safe installation of electrical systems and equipment.

Clients of the program include electrical contractors, electrical manufacturers, homeowners, general industry, commercial property owners, municipalities, electrical utility companies, equipment suppliers and general consumers.

The Electrical Safety Program has the following elements:

- Advisory Committee - the Electrical Safety Program is based upon a principle of shared responsibility with the electrical industry. The advisory committee provides for input from those most directly affected by the program. The Ministry looks to the committee for broad direction.

- Codes and Standards Coordination - the first step in ensuring electrical safety is to provide workable standards and codes for B.C. conditions. The Branch also helps formulate national codes for use in British Columbia, and assists in interpreting codes and standards correctly.

- Education and Information - to promote electrical safety, the Branch provides education and information bulletins for the electrical industry and makes special presentations on new codes, etc. Education and information reduces the occurrences of unsafe work and the need for inspection. However, those who install wiring are encouraged by the Branch to obtain permits and inspections to ensure installation meets safe standards.

- Equipment Approval - the Branch approves electrical equipment for use in British Columbia, in most cases by accepting Canadian Standards Association certification and labels. However, a considerable amount of equipment is approved by the Branch where the volume is to be used is small or the use specialized.

- Contractor Certification - competent contractors may become certified and their work may then be authorized without inspection at the discretion of the Branch.

- Installation Approvals - approval is given based on inspection or authorization of a contractor to proceed without inspection. Inspections are made by Ministry safety officers or by municipal staff where a municipality has been approved to provide inspection services. In either case, the provincial act and regulations apply.

Changes in the client group have resulted from the increasing use of electronic devices and various types of electrical equipment combined with rapid technological development in new areas such as security systems, communications and data processing.

Table 8: Electrical Safety Branch
Statistical Summary of Activities

Inspections conducted:	1984/85	1985/86
Work Permits — contractor	42,376	40,375
— annual	619	765
— homeowner	10,515	8,564
Total Permits issued:	***53,510***	***49,704***
Pieces of equipment certified	33,038	36,985
Examinations conducted	610	634
Individual contractors certified	2,938	4,265
— Fire/Accident	200	173
— Hazard Elimination	1,956	1,668
Plans examinied	641	698
Meetings and Seminars conducted	98	92
Number of Code Seminars	33	27
Number of people attending Code courses	700+	813
Accident & Fire Investigations:		
Accidents:		
Incidents involving human fatalities	1	9
Electrical burns	7	7
Electrical shock & miscellaneous injury	6	3
Failure of equipment (no fire)	10	6
Overhead line contact without injury	—	—
Fires:		
Attributed to human failing	13	7
Attributed to damaged or substandard wiring	36	28
Equipment failure of undetermined origin	28	16

Labour Market Programs

APPRENTICESHIP AND EMPLOYMENT TRAINING

The Apprenticeship Training Program fills the need for skilled tradesmen in B.C. with people who have received standard training and have demonstrated acceptable skill, knowledge and proficiency. The program was established in 1936. Today, there are 180 apprenticeable trades of which 50 include formal technical training.

The Apprenticeship Training Program is governed by the Apprenticeship Act. Under an agreement signed pursuant to the National Training Act, the federal government reimburses expenditures for technical training classes for apprentices, monitors apprenticeable situations, develops and produces trade training guides and provides simulated practical work experience. The Act establishes a Provincial Apprenticeship Board, defines the duties of the director, lists trades as designated or apprenticeable, provides for the terms of the agreement

between employer and apprentice, permits the certification of successful participants within the Apprenticeship Training Program and generally defines the terms of the program throughout the Province.

The program combines technical classroom instruction with practical work experience. Both components are standardized through the Ministry of Labour for each apprenticeable trade.

Apprenticeship is a three-party agreement among the employer, who agrees to provide on-the-job work experience and supervision, the apprentice, who agrees to certain work-related obligations, and the Ministry of Labour, which provides appropriate post-secondary technical training and counselling. The length and nature of this apprenticeship period, which averages four years, leads to certification.

Clients of the program can include any individual who recognizes the rewards of apprenticeship while also fulfilling the obligations. Most trades require a minimum Grade 10 education, with appropriate mathematics and science courses. Graduation is preferred. Potential apprentices unable to meet these eligibility requirements may be asked to write a slotting examination. Individual employers may have their own eligibility requirements.

Employers are entitled to hire apprentices under the program if they provide appropriate on-the-job training, register an apprenticeship agreement with the Ministry of Labour, pay apprentices according to a schedule determined by the Provincial Apprenticeship Board and permit the apprentice to attend prescribed technical training classes. Employers are expected to maintain apprentices so long as work is available.

The Apprenticeship Training Program is delivered through a system of area and regional offices located throughout the Province. Employment training counsellors meet with prospective and indentured apprentices and their employers to determine the appropriateness for training situations, to arrange for formal agreements, to provide counselling in difficult situations and to monitor the effectiveness of practical work experience.

Trade Advisory Committees consisting of industry representatives in approximately 50 trade areas meet regularly to advise the Branch on curriculum, training development, certification standards and trade employment promotion. The Branch's program development section produces training materials, such as examinations, instructional manuals, curriculum outlines, training guides, skill profile charts, and practical training objectives which must be revised regularly to reflect continuing technological change. During the 1985/86 fiscal year, eight course outlines, four training guides, four skill profile charts, two tradesmen's qualification examinations and several brochures were produced. A total of 93 trade advisory committee meetings were held.

Major policies affecting apprenticeship are determined by the Provincial Apprenticeship Board. Recent technological change and the economic recession make it both appropriate and necessary for the Branch to consider new methods of program delivery. For example, the Provincial Apprenticeship Board is considering proposals received from throughout the Province which deal not only with the provision of technical training but also with various modifications to the present system of training apprentices in British Columbia.

The economic recession has caused a substantial decline in the number of apprentices currently registered and there is some concern that a sufficient number of trained tradesmen will not be available to fulfill future provincial industry requirements.

A major challenge facing the Branch involves identifying ways to increase the number of apprentices graduating to journeyman status.

In response to a report describing the future of apprenticeship, the Board is considering proposals which impact the way apprenticeship training is delivered. However, it is generally acknowledged that the current apprenticeship system is a proven method of providing a continuous supply of skilled tradesmen to the workforce.

One change in delivery may involve formal technical training classes which are now delivered in post-secondary institutions and registered private training institutions. Some of this training may be redesigned as distance learning packages so apprentices can access it through the Knowledge Network or the Open Learning Institute.

The Simulated Practical Work Experience Program was created in response to concerns that a future shortage of skilled journeymen could result from job scarcity and layoffs. The program enables unemployed, but previously indentured, apprentices to retain their skills and earn credit towards their indenture period. It continued on a reduced basis during several months of the 1985/86 fiscal year. To date, more than 1,200 apprentices have mechanical repair, plumbing, steamfitting, pipefitting, sprinklerfitting and welding.

Pilot projects of simulated practical work experience for graduates of the Training Access (TRAC) program now in post-secondary institutions were implemented during 1985/86. The program provides practical experience to approximately 50 young people who already possess theoretical knowledge which will help them enter apprenticeship.

Study materials for the hairdressing apprenticeship trade were revised during 1985/86, and 22 modules of learning resource materials were completed. Apprenticeship training programs for mobile crane operators and control systems technicians are being considered.

During the 1985/86 fiscal year, 630 post-secondary vocational training courses provided day or night technical training for 7,800 apprentices in 50 trade areas. Other courses were offered as evening programs for various remedial and upgrading requirements related to particular apprenticeable occupations.

As of March 31, 1986, there were 9,847 apprentices registered with the Apprenticeship Training Programs. A total of 4,030 apprentices graduated to journeyman status during the year, while 3,828 new apprentices were indentured. Once again, the number of new indentures was insufficient to balance the number of graduations and lay-offs, thus creating a net decrease of approximately 1,500 apprentices registered with the Branch during the 1985/86 fiscal year. The Branch plans to reverse this trend through the introduction of new wage reimbursement programs and a fiftieth anniversary apprenticeship promotion during the next fiscal period.

CERTIFICATION AND REGISTRATION

Tradesmen's Qualification Program
Interprovincial Standards Program
Welder Registration Program

The legislative authority for these programs is the Apprenticeship Act. The Act establishes the Provincial Apprenticeship Board and makes it responsible for determining and issuing directives relating to certification in designated and apprenticeable trades.

The Tradesmen's Qualification Program provides a Certificate of Qualification to tradesmen who have not completed formal apprenticeship. This certificate is awarded after successful completion of an examination in one of 40 trades. In six trades, this certification is compulsory.

The program provides experienced tradesmen with tangible evidence of their skills and knowledge. The examination assures the public and employers that certificate holders are competent in their field.

The Interprovincial Standards Program is designed to standardize provincial training and certification programs and to increase the mobility of journeymen in the construction, maintenance, repair and service trades. Each province and territory is responsible for setting occupational qualifications and for training and certifying tradesmen. Because trades training programs are being continuously upgraded to meet the needs of different geographical areas, accreditation of graduating journeymen has resulted in a variety of provincial certification standards across Canada. Today, when workers must be mobile, such a difference in standards creates some difficulty for skilled tradesmen whose best employment opportunities may be available outside their own area.

The Welder Registration Program was devised by a task force representing the industry. It was delegated to develop a program that would provide province-wide standards in training and qualifications. The three-level program is based on a series of training modules, with a registration process for recording each of the completed levels of training.

Applicants under the Tradesmen's Qualification Program are generally tradesmen who have not completed a formal apprenticeship but who possess certification from other jurisdictions or who can document sufficient trade experience.

Applicants for Interprovincial Standards certification are tradesmen who, upon receiving tradesmen's qualification certification, desire the mobility inherent in interprovincial standards which are recognized throughout Canada.

Applicants under the Welder Registration Program are tradesmen with considerable experience in the welding field who wish to have this experience accredited and who wish to attain a higher level of welding proficiency. Each year additional trades are included within the Tradesmen's Qualification and Interprovincial Standards programs. As new trades are added, the number of applications increases. Recently, unemployed tradesmen have found it advantageous, and often necessary, to obtain certification.

The Ministry of Labour accepts applications for certification or registration through a system of area and regional offices where counselling staff review applicants' experience and training, schedule and mark examinations and prepare certificates.

Representatives of industry meet as trade advisory committees to determine the content of tradesmen's qualification examinations. The content of the interprovincial standards examinations is determined by senior examination officers of each province and territory together with a federal government coordinating committee. Content is validated by industry committees in each province.

Tradesmen's qualification examinations were introduced during 1985/86 in winder electrician and pile driver/bridgeman trades.

During the year, 901 certificates were issued under the Tradesmen's Qualification Program, while 52 certificates were issued to journeyman applicants under the Interprovincial Standards Program.

In addition, the Branch issued 301 exemption permits under the former program and registered 280 applicants under the Welder Registration Program.

GENERAL UPGRADING AND RETRAINING

The General Upgrading and Retraining Program assists in funding courses designed to:

- upgrade the skills, knowledge and proficiency of employed and unemployed persons on a full-time or part-time basis with particular emphasis on rapid technological change, and
- assist tradesmen and others in maintaining current skills, increasing the breadth of their knowledge in a particular field (including instruction leading to certification) and providing them with new skills to assist them in competing for new employment.

The legislative authority for the program resides in the Apprenticeship Act which aims to create, promote and regulate the operation of training programs including those that provide upgrading and retraining. The program creates employment opportunities by helping individuals compete effectively for jobs, particularly in areas where new technologies affect traditional job functions.

Funding is available to organizations which develop and deliver appropriate instruction to persons seeking upgrading or retraining in specific occupations or regions of the Province.

Those taking an upgrading class leading to certification may be tradesmen with years of experience who seek tangible evidence of their proficiency. Others may be unemployed due to a company closure and now require new skills to compete for different kinds of jobs.

Clients of the program include companies, associations, joint training boards and committees which develop and arrange for delivery of the course. Upon review of submissions, including information relating to costs, subject matter, course content, location, anticipated attendance and other factors, approval is given to an organization to mount journeyman upgrading courses. A standard formal contractual agreement is drawn in which the province agrees to reimburse the organization for a portion of the costs, usually 50 per cent.

Counselling staff situated in head office, together with staff at area and regional office, monitor the delivery of such courses. Claims are submitted centrally for processing and payment.

In addition, the Branch pays the Open Learning Institute to develop and deliver distance learning packages for upgrading in several major trade areas. Participants in these programs can access training through television programming and complete regular assignments submitted to tutors for marking. The Ministry of Labour also subsidizes a portion of the tuition fees.

Should company closures continue to increase and employment prospects remain stagnant, the overall number requiring upgrading or retraining is expected to increase.

With the assistance of employers, unions, joint training boards and committees and other organizations, approximately 200 upgrading and retraining courses, involving an estimated 2,400 participants at a cost of approximately $350,000, were sponsored by the Ministry of Labour during the 1985/86 fiscal year.

FULL–TIME UPGRADING AND RETRAINING

The Full-time Journeyman Upgrading Program helps fund courses designed to upgrade the skills, knowledge and proficiency of full-time unemployed persons, with particular emphasis on rapid technological change. The program assists tradesmen to increase their knowledge in a particular field, including instruction leading to certification, and provides them with new skills which will help them compete for new employment opportunities.

The program's legislative authority originates in the provincial Apprenticeship Act and the federal National Training Act. The federal government provides full reimbursement of expenditures for approved courses for unemployed journeymen, together with additional funding relating to monitoring of delivery and administration of the program.

The program is primarily designed to improve participants' opportunities to bid competitively for work and successfully re-enter the work force. It was introduced due to high unemployment among skilled tradesmen and declining activity in the construction and primary resource industries. It is recognized that long-term unemployment of skilled journeymen will result in a shortage of the skills required both for immediate economic recovery and future economic growth.

One of the major roles of the Ministry is to create employment opportunities and enhance the ability of individuals to compete effectively for jobs in a rapidly changing workplace.

Funding is directly available to organizations that can develop and deliver appropriate courses or instruction to persons requiring upgrading and retraining in specific occupations or

particular regions of the province. The program is administered centrally through the Burnaby head office of the Apprenticeship and Employment Training Programs Branch.

Submissions containing information on costs, subject matter, course content, location, anticipated attendance and other factors, are reviewed and if approved, the organization may establish the course in accordance with an agreement. Counselling staff in area and regional offices monitor the delivery of the training and claims are submitted and processed centrally for payment.

Participants are generally unemployed tradesmen, perhaps with years of experience in a trade, who need tangible evidence of their proficiency, or perhaps who require a new set of skills to compete for different jobs.

Through the assistance of joint training boards and committees, approximately 370 full-time journeyman upgrading courses, involving an estimated 4,000 participants, at a cost of approximately $1.5 million, were sponsored by the Ministry of Labour during the 1985/86 fiscal year.

EMPLOYMENT FUNDING PROGRAM

Employment Funding operates four separate programs:

Disabled Persons Training Program
Incoming Assistance Program
Personal Placement Program
Women's Non–traditional Employment Program

The Disabled Persons Training Programs enables employers to apply for funding to hire and train disabled persons into new or existing positions which will help them develop work-oriented skills to assist them in accessing future employment opportunities.

The Income Assistance Program funds employers who hire and train welfare clients of the Ministry of Human Resources to improve their work–related skills and habits.

Funds available under the Personal Placement Program create training opportunities within provincial government ministries for disabled and vocationally-disadvantaged persons to gain work experience which will assist them in obtaining future employment.

The Women's Non–traditional Employment Training Program enables employers to apply for funding to hire and train female employees in occupations not normally accessed by female workers.

Each of these programs increases the participants' skills and work experience, improving their ability to enter into and remain in the work force – one of the major goals of the ministry.

Clients served by these programs are distributed throughout the province, especially in the Lower Mainland. The Personal Placement Program is restricted to the location of provincial ministry offices but employers wishing to apply for funding under any of the other programs are not limited geographically.

The Disabled Persons Training Program and the Women's Non-traditional Employment Program are delivered through a system of area and regional offices located throughout the Province where counselling and consultant staff work with employers and prospective trainees to develop, approve and monitor training plans and work experience. In addition, the women's Non-traditional Program provides a limited number of grants for special projects relating to women's issues and employment. These initiatives are handled through the Burnaby head office in conjunction with the Ministry's Women's Office.

The Income Assistance Program operates in a similar manner but involves direct linkage to the Ministry of Human Resources which identifies appropriate clients and helps process applications.

The Personal Placement Program operates from a central location where professional staff help ministries to create acceptable training plans, interview prospective trainees, assign clients to specific related placements and monitor the work experience being provided.

As employers' interest in hiring and training disabled persons increases, the amount of funding required under the Disabled Persons Training Program will also increase as will the need for increased budgetary allocation to the Personal Placement Program.

With a reduction in the funds available within some federal government programs and the large volume of unemployed persons on the Ministry of Human Resources Welfare Program, funding demand under the Income Assistance Program is expected to increase.

Approximately 140 positions, at a cost of $640,000, were created during the 1985/86 fiscal year under the Disabled Persons Training Program.

The Income Assistance Program funded approximately 320 positions at a cost of $670,000 which were filled by Ministry of Human Resources welfare clients.

The Personal Placement Program created training opportunities for approximately 120 clients at a cost of $620,000 for disabled and vocationally-disadvantaged persons.

Approximately 150 positions at a cost of $290,000 were created under the Women's Non-traditional Employment Program. In addition, funding of $200,000 was provided for 35 special projects relating to women's issues and employment.

Under the agreement pursuant to the federal Vocational Rehabilitation of Disabled Persons Act, a portion of the expenditures under the Disabled Persons Training Program and the Personal Placement Program is recoverable by the provincial government.

JOB CREATION PROGRAMS

There are three job creation programs in the Ministry of Labour: the Student Summer employment Program, the Student Venture Capital Program and the Expo 86 On-site Training Incentive Program.

These programs provide youth and students with opportunities to develop skills and obtain experience which will assist them to enter the workforce and will stimulate short-term employment opportunities.

In each of these programs, the work-related experience increases the participants' skills and knowledge, and improves their ability to succeed in the workforce.

The Student Summer Employment Program (SSEP) reimburses employers who hire and train youth or students during the summer months. Positions must provide young people with opportunities to develop skills which will enhance their ability to gain future employment. The funding available under this program, generally between the months of April and September, will be used for positions not normally filled by the employer during this time period.

Unemployed persons between 15 and 24 years of age as of the date of their employment under the program and full-time students who have attended an accredited educational institution for at least one semester since the previous October are eligible under SSEP and the Expo 86 On-site Training Incentive Program.

Employees have substantially increased the demand for SSEP funding employers over the past several years.

SSEP is delivered through a system of area and regional offices located throughout the Province where counselling staff review, approve and monitor applications, training plans and work experience.

Funding is allocated to several specific sectors of the provincial economy including private sector business, private sector agriculture, tourism, museums and public post-secondary institutions.

Employees must be paid at least the current minimum wage. The Ministry reimburses employers 50 per cent of the wages paid to a maximum $2.50 per hour and a maximum of eight hours per work day. Claims for financial reimbursement under this program are submitted centrally for processing and payment.

The Student Venture Capital Program (SVCP) provides interest-free loans for students who wish to plan, develop and operate their own small business during the summer. Through an agreement between the provincial government and the Royal Bank of Canada, loans were provided interest-free between April 1 and September 30, 1985 to a maximum of $2,000 per individual or $3,000 per partnership business venture.

Under the SVCP, applicants must be at least 15 years of age at the time the loan is issued. A guarantor is required where the applicant has not reached 19 years of age. In addition,

applicants must be returning to high school, college or university as full-time students during the subsequent autumn, and the business activity carried out between the months of April and September must occur within British Columbia.

Applications for loans under the SVCP must include a business plan and cash flow forecast. In local communities, participating Chambers of Commerce and Boards of Trade receive the applications, assess the business proposals, interview the applicant and make approval recommendations to the Province.

After a review by the Ministry of Industry and Small Business Development, the Minister of Labour gives applications final approval and authorizes the Royal Bank of Canada to issue a loan. The Ministry of Labour is responsible for payments of interest and any principal not repaid by student entrepreneurs.

The Burnaby office of Apprenticeship and Employment Training Programs considers applications, reviews business proposals, grants loans, monitors operations and, where necessary, collects outstanding funds.

The Expo 86 On-site Training Incentive Program provides wage reimbursement to employers hiring and training students or youth for positions at the world exposition. The limited-time wage subsidy to assist on-site employers in training employees combines orientation, job skill specific and practical training.

About 7,300 positions, at a cost of $9 million, were created during the 1984/85 fiscal year under the Student Summer Employment Program. The Student Venture Capital Program provided loans to approximately 300 student summer businesses. The total loaned was about $800,000 during the fiscal year. The Expo 86 On-site Training Incentive Program was expected to assist in the training of about 4,000 persons prior to its opening.

PRIVATE TRAINING INSTITUTIONS

Under the Apprenticeship Act, all schools providing job-oriented training must be registered and bonded to ensure that only duly authorized schools provide courses of instruction and to protect the interests of consumers.

The program is in constant contact with private training institutions to monitor standards, promote new techniques, foster goodwill and resolve complaints.

Clients include individuals who wish to pursue training in a private facility rather than in a public tax-supported institution. The National Training Act endorses the purchase of seats in private training facilities if standards and costs are competitive with those in public institutions.

Further expansion in the number of private training institutions is expected as more and more students are attracted to individualized instruction offered in private training institutions.

Computerization, currently underway, will enhance the efficiency of providing accurate and

up–to–date information. An official directory of all private training institutions and their courses has been introduced.

Changes to the curriculum for apprentice hairdressers are the result of funding withdrawal. Now private training institutions play a dominant role in delivering hairdresser training programs.

During the reporting period, 308 schools offering correspondence and/or practical courses were registered under the Apprenticeship Act. Of these, 252 were re-registered from the previous fiscal year. Sixty-four new schools were evaluated, recommended to the director of Apprenticeship and Employment Training Programs and approved for a certificate of registration. Eight schools discontinued operation.

These figures represent a growth of 22.2 per cent in the number of private training institutions. Based on statistics provided by schools for the year ending March 31, 1986, student population exceeded 35,000.

The office administered the Student Financial Assistance Program, awarding 803 students non-repayable grants averaging $118 each on the basis of demonstrated financial need.

MANPOWER ADVISORY SERVICE

The Manpower Advisory Service (MAS) functions in close consultation with the Industrial Adjustment Program of the Canada Employment and Immigration Commission. Its objective is to cooperate with industry and labour to mitigate the problems associated with industrial closures and expansions.

The program falls within the general framework of the National Training Act and the pursuant training agreement with the Province. The agreement delineates the nature and scope of federal and provincial responsibilities in labour market programs and services. The agreement reflects the shared responsibility of the two senior governments and provides for mutual consultation.

MAS provides a neutral mechanism for joint labour-management consultation when labour market adjustments are needed and as a conduit for provincial programs and services related to training.

Clients include terminated employees, employees at risk of termination, unions, individual employers, employer and professional associations, business and industry.

The primary method for service delivery is through joint consultative committees comprised of representatives from the provincial and federal governments, employer(s) and workers. The committees are established under a formal assessment incentive agreement co-signed by the Province. New consultative committees are established as the need arises and at the request of industry or labour.

Due to the continued decline of the primary resource sectors - forestry and mining - there has been an increasing focus on older, displaced workers, the unions which represent them, and their employers. Demand will increase for assistance to displaced workers from these industries due to technological intervention and ongoing economic change in the provincial economy.

Table 9: Assessment Incentive Agreements

Agreements carried over from 1984/85	95
New Agreements	92
Agreements Completed	49
Active Agreements as of March 31, 1986	138

VOCATIONAL REHABILITATION SERVICES

The Vocational Rehabilitation Service assists working-age British Columbians suffering from physical or mental disabilities to attain total or partial economic independence by obtaining and maintaining gainful, suitable employment.

The tools, equipment, training and other services help disabled persons become independent of public financial support and help them participate and contribute to society. The service encourages a better understanding of disabled persons within a community or region by providing education and by ensuring that local resources are optimized to provide individualized rehabilitation.

Clients include people whose mental or physical disability diminishes their opportunity to obtain and retain employment. Priority is given to those disabled persons who have demonstrated financial need, the least ability to access external resources and a realistic potential to benefit from vocational rehabilitation.

The program derives its legislative authority from the Apprenticeship Act. Under an agreement pursuant to the federal Vocational Rehabilitation of Disabled Persons (VRDP) Act, approximately 50 per cent of all expenditures made under this program are recoverable from the federal government.

Vocational Rehabilitation Services creates employment opportunities, specifically for disabled persons, enhancing their ability to compete effectively and more equitably for jobs in the workplace.

Vocationally-oriented rehabilitation services include medical and psychological examinations, vocational assessments, counselling and guidance. They also include providing restorative devices, technical aids and equipment to mitigate the effect of a handicap; coordinating job placement services and on-the-job practical work experience in workshop settings, and funding formal training programs related to an employment goal within colleges, universities, private trade schools and institutions specializing in programs designed specifically for disabled persons. These services are delivered through a system of offices located throughout the province where consultant staff meet with disabled clients, determine appropriate vocational goals, develop training plans which reflect labour market demand, and provide restorative devices where required.

The Ministry funds non-profit agencies and organizations which provide services to disabled persons. Aside from providing financial support directly to individual entities, the Branch ensures equal access to, and uniform provision of, vocational rehabilitation services for all

eligible disabled persons. The Branch also coordinates existing resources in the community and promotes community-based programs.

A comprehensive review of services provided by agencies and organizations receiving financial assistance was implemented and will continue into the next fiscal year.

About 2,470 clients received services during the 1985/86 fiscal year. The active caseload is about 1,200 clients at any one time. More than 220 clients were placed into employment while an additional 220 were also considered to have been successfully rehabilitated. Approximately 600 clients were assigned to vocationally-oriented formal training programs, and restorative devices and equipment were provided to 100 clients. Direct interpreting services were provided to 10 clients attending post-secondary school courses and 16 hearing-impaired clients were sponsored at Gallaudet college.

During the 1984/85 fiscal year, $1.7 million was provided for direct client services - a slight increase over the previous year. Direct financial contributions to agencies and organizations providing vocational rehabilitation services totalled $860,000 for the 1985/86 fiscal year.

TABLE 10: Vocational Rehabilitation Service Agency Funding
April 1, 1985 to March 31, 1986

Canadian National Institute for the Blind	$40, 176
Canadian Mental Health Association, Burnaby/Van.	22, 440
Canadian Mental Health Association, North Van.	15, 024
Goodwill Enterprises for the Handicapped	75, 804
Vancouver Neurological Centre	38, 848
Kelowna Community Development Society	24, 500
Arbutus Rehabilitation Society, Mount Pleasant Workshop	27, 480
Prince Rupert Community Enrichment Society	22, 780
Canadian Mental Health Association Richmond Opportunity Workshop	20, 424
Surrey Rehabilitation Society	89, 224
Terrace and District Community Services Society	22, 780
Vancouver General Hospital	39, 640
Western Institute for the Deaf	231, 840
Western Institute for the Deaf, Post-Secondary Interpreting	144, 000
William Withers — FOCUS	20, 400
Terrace Woman's Resource Centre Society	22, 780
TOTAL	*$858, 140*

PROVINCIAL COORDINATOR OF VOCATIONAL REHABILITATION

The Office of the Provincial Coordinator of Vocational Rehabilitation operates under the legislative authority of the federal Vocational Rehabilitation of Disabled Persons (VRDP) Agreement (1983-86) co-signed by the Minister of Health and Welfare and the Provincial Minister of Labour. It also derives part of its authority from the Provincial Apprenticeship Act.

The Ministry of Labour is the coordinating ministry for B.C.'s $26 million vocational rehabilitation program. Under the terms of the VRDP Agreement, the federal government contributes 50 per cent of the costs incurred by the Province in providing a comprehensive vocational rehabilitation program for disabled persons.

The purpose of the program is to provide, coordinate and develop comprehensive programs throughout government to ensure that adequate and appropriate vocational rehabilitation services exist for British Columbians with disabilities. The program coordinates the development and operation of specific initiatives to effectively increase the productivity of persons with disabilities in B.C.

The process of vocational rehabilitation involves a continuum of services to clients, including assessment, training, education and job placement, to assist individuals to secure and retain employment and to maximize their potential. There is a recognition of a need for adequate training for service providers, for ongoing research and evaluation and for resources to enhance and improve services.

The client groups served by the programs are mentally and physically disabled persons, including mentally retarded, mentally ill, learning disabled persons, deaf and blind persons as well as alcohol and drug dependent persons. It is estimated 10-12 per cent of persons of labour force age throughout the Province are affected by disabilities.

Vocational rehabilitation is an inter-disciplinary, inter-ministry program, with services provided through the Ministries of Labour, Health, Human Resources, Education, and Post-Secondary Education, with additional interaction with the Ministry of the Attorney General. Services are provided under contract and in cooperation with non-profit and private service agencies as well as through provincial government itself.

Discussions are held on an ongoing basis to improve the inter-ministry cooperation and coordination in the delivery of the comprehensive vocational rehabilitation program. An executive steering committee of Assistant Deputy Ministers was formed in 1986 by participating ministries to guide policy development and program coordination.

The Office of the Provincial Coordinator leads and coordinates all provincial negotiations with Health and Welfare Canada regarding the VRDP Agreement and operation of B.C.'s vocational rehabilitation program. The VRDP Agreement defines vocational rehabilitation services eligible for cost-sharing and clarifies roles and responsibilities for each party.

Not all costs of the comprehensive program are shared under the VRDP Agreement. An essential consideration of the present agreement is the objective of substantially gainful employment, a term that for some client groups will not extend to the realm of competitive employment.

The Office of the Provincial Coordinator played a lead role in initiating a joint federal-provincial negotiation process for drafting the new VRDP Agreement, effective April 1, 1986 to March 31, 1988. The Office of the Provincial Coordinator also participates in a federal-provincial review of cost-sharing arrangements as they relate to persons with disabilities. The review is expected to conclude with recommendations to Ministers in transitional services from health, educational and social services to vocational rehabilitation systems, service to prevent employment loss and services to maintain individuals in employment or alternatives to employment.

A report, entitled "Provincial Vocational Rehabilitation Services and Programs in British Columbia," identifies all currently active components of the Provincial Vocational Rehabilitation Program. The following chart describes some of the dimensions of the Program.

Table 11: COMPREHENSIVE VOCATIONAL REHABILITATION PROGRAM

Ministry	No. of Clients	%	Program Budget	%	Cost-Recoveries
LABOUR	2,710	6	$ 4,776,000	8	$ 2,213,000
POST-SECONDARY EDUCATION	415	1	3,797,000	6	* 1,650,415
HEALTH	34,500	80	38,196,900	66	10,705,300
HUMAN RESOURCES	5,635	13	11,939,900	20	** 5,533,500
	43,260	100	$58,709,800	100	$20,102,215

* currently under discussion for VRDP cost-sharing

** programs cost-shared under the Canada Assistance Plan

The Ministry of Education contributes significantly to the vocational rehabilitation program through the special Education Program, K-12. This program provides pre-vocational services for 26,400 disabled children with a program budget of $173,000,000.

FEDERAL–PROVINCIAL RELATIONS – LABOUR MARKET BRANCH

The Federal–Provincial Relations – Labour Market Branch was established by the Deputy Minister of Labour in January 1986, primarily in response to the need identified by Cabinet to consolidate the Ministry's responsibilities for federal–provincial negotiations, strategies, and the development and implementation of joint program activites in the labour market area, immigration and vocational rehabilitation. In addition, British Columbia has assumed the role of lead province with responsibility for labour market matters for 1986/87.

The Branch is responsible for negotiation, program implementation and coordination of the Ministry's relations on labour market matters with other provincial, territorial and federal governments. This includes the areas of employment training and job creation programs, immigration and vocational rehabilitation. In addition, the Branch is responsible for coordinating interministry initiatives designed to develop the provincial positions with respect to a variety of labour market issues.

The Labour Market Branch receives legislative authority from the Apprenticeship Act. This legislation gives the Minister power to enter into agreements with the federal government on

Table 12: National Training Agreement
1985–86 Purchase Plan Summary

Base			
Total Allocation			$57,000,000
Less Carry–over 1984–85			57,000,000
Public Non–Apprentice	4,502,000		
Public Apprentice	120,000		
Private	300,000		
Total Carry Over	4,922,000		4,922,000
Balance to Commit 1985/86			52,078,000
Special Commitments			
Public			
Special Purchase	2,000,000		
Journeyman Upgrade (includes Admin.)	2,000,000		
TONI (Native)	2,270,000		
Part Time Training	750,000		
Total Public	*7,020,000*	*7,020,000*	
Private			
Client Centered (CEC's)	3,050,000		
Course Centered (Special purchase)	800,000		
TONI	350,000		
Total Private (Less C.O.)	*4,200,000*	*4,200,000*	
Total Special Commitments		*11,220,000*	
Regular Commitments			
Apprenticeship (Less C.O.)	10,800,000		
Prov. Administration (est.)	1,000,000		
Total Regular Commitments		*11,800,000*	
Total Commitments		23,100,000	
Balance After Commitments		28,978,000	
Less Cost Certification Payments (est.)		5,000,000	
Balance for Core Purchase		***23,978,000***	

training, job creation or employment, immigration, apprenticeship, institutional training, career and occupational counselling, forecasting, industrial and skill shortage training and other matters as designated by Cabinet.

Client groups serviced by the program include Ministry of Labour senior officials, Deputy Ministers' Committee on Employment and Training, ministries delivering vocational rehabilitative services, all federal–provincial committees, and provincial and federal departments dealing with immigration and refugee matters. Changes in the client groups will result from an increased number of federal–provincial agreements on employment and training. The Province is currently planning a comprehensive agreement to plan employment training activities and immigration matters between the Province and the federal government. The Province will also face increased demand for services for vocational rehabilitation.

New agreements in the labour market and immigration areas will increase the demand for the services of the Branch. These changes are the result of a strategy to ensure better coordination and efficiency between the provincial and federal governments. The Province is establishing a comprehensive plan for vocational rehabilitation.

The Federal–Provincial Relations – Labour Market Branch delivers its responsibilities through negotiating with the federal and provincial governments and with other ministries; coordinating and implementing federal–provincial agreements; making Cabinet and Treasury Board submissions; monitoring and analysis in conjunction with other provinces and territories.

The only anticipated program delivery change is an increase in the level of federal–provincial initiatives and the coordination of activities.

Federal–Provincial/Territorial Committee meetings of Deputy Ministers and Ministers with Responsibility for Labour Market Matters will be hosted by British Columbia in September 1986, and January of 1987, and plans are to negotiate an agreement on immigration and refugee matters, and to conduct a national review of vocational rehabilitative services.

Table 13:
Student Summer Employment Funding
(Challenge '85)

Federal ($19.4 Million)			Provincial ($10 Million)		
	# Jobs	**$**		**# Jobs**	**$**
Private Sector	1,852	2,753,000	Private Sector	5,758	7,866,000
Non–Profit Sector	6,412	13,836,000	Tourism/Museums	296	568,000
Municipality Sector	681	891,000	Post–Secondary	1,008	2,024,000
Native Bands	1,815	3,070,000	Work Study	300	300,000
Total	*10,760*	*$20,550,000*	*Sub total*	*7,362*	*$10,758,000*
			Student Venture Loan	506	285,000
			Total	*7,868*	*$11,043,000*

Table 14:
Vocational Rehabilitation Funding

Ministry	No. of Clients	%	Program Budget	%	Cost Recoveries
LABOUR	2,710	6	4,776,000	8	2,213,000
POST-SECONDARY EDUCATION	415	1	3,797,000	6	1,650,415
HEALTH	34,500	80	38,196,900	66	10,705,300
HUMAN RESOURCES	5,635	13	11,939,900	20	5,533,500
	43,260	***100***	***58,709,800***	***100***	***20,102,215***

Women's Programs

Women's Programs was established in 1982 to demonstrate the government's commitment to addressing inequities women face in many areas of life in British Columbia. The program heightens the awareness of women's issues and concerns, and addresses them with positive policies and programs.

On March 7, 1986, the government of British Columbia announced "A Plan for Progress." The plan expresses the government's commitment to improving the overall standing of women in the Province, recognizes the need to achieve equality of opportunity in the social, political and economic life of British Columbia, and adopts a co-operative approach involving all segments of society. It was developed after consultations with women's organizations and individual women and with all ministries.

The work of Women's Programs benefits women throughout British Columbia as well as women in the B.C. public service. "A Plan for Progress" identifies certain groups of women whose needs are more pressing than others and whose problems need to be addressed on a priority basis. These include disabled women, homeworkers, single parents, elderly women, battered women and other victims of domestic violence.

Women's Programs:

1. provides a focal point within the Provincial Government for input from employers, counsellors, educators, unions and the general public on issues affecting women;

2. coordinates the development and implementation of government programs and policies to ensure the equal participation of women in the social, economic and political life of British Columbia;

3. ensures that the government, as a major employer, shows leadership in providing equal employment opportunities for women in the public service;

4. represents, through the Minister responsible, women's issues at senior levels of government; and

5. generates data and conducts research in support of policy initiatives and provides information on a wide variety of issues affecting women.

Women's Programs continue to operate two offices: an executive, policy development and research office in Victoria, and the Women's Office, which operates as a community outreach office, in Vancouver. Both offices report directly to the Deputy Minister for Women's Programs.

The program is delivered by way of research publications and informational materials, peer counselling, liaison with women's groups and educational institutions, personal appearances and speeches by the Deputy Minister and the funding of programs and projects. Women's Programs' staff work closely with all ministries and agencies of government, at the provincial level, in identifying and analyzing issues and in developing policies, programs and legislation to benefit women in British Columbia. Women's Programs staff also work closely with government officials responsible for the status of women in all provinces, as well as the government of Canada. A senior staff person has been appointed within each ministry to provide policy advice and leadership on a wide variety of women's concerns.

COMMUNITY OUTREACH

On March 21-22, 1986, the Minister Responsible for the Status of Women invited approximately 90 women to attend a conference as part of the ongoing consultation process. The purpose of the conference was:

- to present the Government of British Columbia's "A Plan for Progress" to representatives of women's organizations and individual women;

- to seek the advice of British Columbia women on the issue of family violence, child care, immigrant women, and the integration of women's issues into the economic policy process, in preparation for the 5th Annual Meeting of Federal-Provincial /Territorial Ministers Responsible for the Status of Women, June 4-6, 1986, at Fairmont Hot Springs, British Columbia.

The Vancouver Women's Office commenced planning for The Women in Business Conference, in conjunction with representatives of the joint planning committee on women and self-employment, to be held in October 1986.

In 1985, the Minister Responsible for the Status of Women and the Deputy Minister, Women's Programs, continued to conduct consultative meetings with community groups and women's organizations throughout British Columbia.

The Vancouver Women's Office responded to requests to participate as guest speakers, seminar leaders, and workshop facilitators at community and educational events, conferences, and meetings of women's organizations. During the period April 1, 1985 to March 31, 1986,

staff of the Women's Office provided counselling to 139 individual women upon request. Staff hosted a woman from New Zealand and brought together experts from the community to discuss the issue of equality in employment.

Women's Programs provided grants to 45 community groups and women's organizations throughout the Province for seminars and employment orientations, workshops on sexual assault, the development of resource libraries, and the production of information booklets and pamphlets. Women's Office staff continued to cooperate with the Justice Institute of British Columbia to develop programs relating to women's justice and safety.

PUBLIC INFORMATION, WOMEN'S PROGRAMS

Three issues of the Women's Programs Newsletter were published and delivered to almost 20,000 individuals and organizations. Publications on the following topics were produced: research on single parent families in British Columbia; self-employment trends; women's participation in post-secondary education, and brochures on the Women's Non-traditional Employment Program; transferable skills; pensions for women; and how to start a business.

TRAINING

At the request of several ministries, additional facilitators were trained to deliver "Taking Charge of Your Career," the career development program for women in the B.C. Public Service. Since the beginning of "Taking Charge of Your Career" in 1982, 1,816 women had completed the program as of March 31, 1986. In addition, since the development of the Training for Trainers Program in 1983, 69 facilitators had been trained to deliver the program. The Steering Committee on "Taking Charge of Your Career" continued to coordinate issues relating to regional delivery and awareness-raising.

Women's Programs' staff delivered workshops on career-related topics which included assertiveness, transferable skills, and self-marketing techniques to community groups, women's organizations and individual women. Staff participated on various committees concerned with the issue of training including the Advisory Committee on Training and Employment for Women, the Provincial Apprenticeship Board, and the Labour Market Needs Committee.

Women's Programs delivered a number of "Men and Women in Management" courses to men and women throughout the British Columbia Public Service, in conjunction with the Ministry of the Environment. Staff continued to present information sessions on sexual harassment to Ministry staff and community organizations.

The issue of women's economic equality was adopted as an agenda item for the first time at the 1985 First Minister's conference in Halifax. The discussion focused on women's participation in training.

POLICY ANALYSIS AND PLANNING

The "Women in This Decade" Photography Exhibition, representing over 200 works by 93 artists, amateurs and professionals, was the first of its kind and celebrated the end of the United Nations Decade for Women (1976-1985). The exhibition, which commenced on July

23, 1985 and concluded on November 16, 1985, toured the Province and a slide show of the works is available through Women's Programs.

The Policy Analysis and Planning Unit completed research projects on women's participation in post-secondary education, trends in self-employment, the economic structure of single parent families in British Columbia, pensions for women, and women business owners in the Province. These projects were undertaken with the cooperation of other ministries and policy and planning staff of the Ministry of Labour.

The British Columbia Mentorship Program pilot project commenced in May 1985 and concluded in January 1986. The pilot project was evaluated and discussions were held concerning the future direction of the program. Women's Programs has started to develop an operating manual to assist organizations in the community to implement a mentorship program.

Women's Programs continued to coordinate the activities of the Inter-ministerial Working Groups on Family Violence and Child Care. Meetings of Senior Federal-Provincial/Territorial Officials Responsible for the Status of Women were held to discuss strategies for decreasing the incidence of wife assault and financing of child care in Canada. Women's Programs participated actively in continued discussions on labour market matters.

The "Plan for Progress" recognizes the need to increase the number of women in decision-making positions. Women's Programs created an extensive resource list of potential women candidates to fill vacancies on provincial boards and commissions as they arise, which will be updated on an ongoing basis.

FUTURE ACTIVITIES

The integration of women's issues into the economic policy process will remain an area requiring concrete action and continued research.

Women's Programs is currently developing a strategy for implementing the "Plan for Progress" and will continue to work cooperatively with all ministries to develop action plans.

Youth Services

In September 1985 the Labour Minister's portfolio was expanded to include responsibilities for youth, reinforcing the government's commitment to young people of British Columbia. The Minister appointed twelve young people to the British Columbia Youth Advisory Council to create a direct link between the government and young British Columbians, and to provide young people with input into programs and decisions of government.

The major functions of the Provincial Youth Coordinator and one support staff in the Branch include:

- to provide one point of contact within government for easy access to information on the programs and services available to young people;
- to heighten awareness of programs and services available to young people;

- to coordinate programs and services of the provincial government related to youth, using the expertise of the Interministry Committee on Youth;
- to provide administrative support and advice to members of the B.C. Youth Advisory Council;
- to increase consultation and cooperation with other levels of government, young people, the private sector, and various other groups serving the needs of youth.

British Columbia Youth Advisory Council

The major functions of the Council, representing all young people in all areas of the Province, are:

- to provide a communication link between young people and the government through the Minister Responsible for Youth;
- to organize discussions with youth to identify common ideas, goals, and opportunities;
- to solicit ideas and support from community groups and young people for the development of proposals for submission to government.
- to identify concepts that would involve community organizations and groups in initiatives of benefit to youth.

Members of the B.C Youth Advisory Council have made contacts within their regions to provide information on activities and mandate of the Council, and to invite ideas and comments on issues of importance to young people. Council members are also familiarizing themselves with the diverse range of government programs and services so they can better assist young people and youth groups in their area, and to provide input to government on youth-related programs. The Council assisted the development of "The Next Step," a guide to services for young people in British Columbia.

The first edition of the Youth Advisory Council newsletter to introduce the Council and to keep young people and the general public up-to-date on activities of the council, has been published. Subsequent publications will provide information on initiatives for youth and will focus on issues of importance to young people.

Youth Grants Program

The Youth Grants Program was established as a pilot program from December 13, 1985 to March 31, 1986, to stimulate new ideas for projects which benefit young people and their communities. The program was designed for young people to develop ideas of how they could develop as individuals and become active participants in society. Members of the B.C. Youth Advisory Council assessed applications and recommended approvals to the Minister. Administrative support was provided by the Youth Services Branch.

Seven (7) grants, totalling $40,512, were approved for projects of benefit to approximately 2,120 young people and their communities.

Administrative Support Services

FINANCE AND ADMINISTRATION

Finance and Administration provides timely, accurate financial information to managers in the Ministry and to the Legislative Assembly and public through the Ministry of Finance. The Branch is also responsible for the billing and collection of revenues and recoveries; accounts payable; payroll administration; the coordination of the annual estimates and budget preparation; office accommodation and telecommunications; financial systems development; Ministry financial and administrative policies and procedures manuals; and management of the Ministry vehicle fleet.

The Financial Administration Act and Central Agency Policies and Procedures Manuals guide all government financial administration. The intent of the legislation is to ensure the proper handling of all public funds by employees of the Crown. This is accomplished by ensuring all financial transactions of the Ministry are properly identified in a consistent manner as to their nature, amount, purpose and custodial responsibility.

By providing support services, Finance and Administration assists all branches of the Ministry in carrying out their missions for the general public and the Legislative Assembly. The Branch also provides support services to the Workers' Compensation Review Boards, the Labour Relations Board, and the B.C. Council of Human Rights. Client groups are located throughout the Province in approximately 45 office locations.

With an additional $15,000,000 for job creation funding under the new JobTrac program, the volume of documents requiring processing by the Financial Operations Section of the Branch is expected to double in the next 12 months. The Branch will also develop and implement an automated Trust Accounting System.

The proposed establishment of one-stop employment centers in various location will require considerable coodination.

Main methods used to deliver the program are Ministry accounting reports to managers and the OCG; Ministry financial and adminstrative manuals; administrative circulars and automated financial systems. Improvements in the timeliness and format of financial reports are expected in the next 12-month period. We will, where possible, provide on-line access by field offices to data stored within the financial accounting system which should enable Branch officers to determine account balances and commitment activity. In addition, the completing and issuing of a complete set of Ministry finance and administration manuals will streamline delivery of the Branch's mission.

Table 15: Comparative Summary of Actual Expenditures by Appropriation

	Actual Expenditures 1984/85	1985/86 Estimates	Actual Expenditures 1985/86
Minister's Office	195,328	210,175	181,153
Ministry Operations			
Ministry Management	4,251,430	5,099,061	5,182,003
Women's Programs	613,280	781,034	748,896
Labour Relations and Compensation Advisory Services	1,760,610	1,890,433	1,661,217
Employment Standards	4,668,519	5,266,942	5,027,155
Council of Human Rights	348,240	1,067,883	827,869
Safety Engineering Services	10,917,213	9,496,405	9,763,507
Employment Training & Labour Market Programs	25,840,368	26,254,853	24,153,198
Labour Relations Board	3,470,409	3,571,101	3,416,420
Workers' Compensation Review Board	– 0 –	10	– 0 –
Total Ministry Operations	$51,870,069	$53,427,722	$50,780,265
Student Employment Programs		10,000,000	8,865,070
Statutory Expenditures			
– Human Rights Act	350,677	– 0 –	– 0 –
– Pulp and Paper Collective Bargaining Assistance Act	641	– 0 –	– 0 –
– B.C. Youth Act	– 0 –	50,000	30,470
	$52,416,715	$63,687,897	$59,856,958

Table 16: Comparative Summary of Revenue by Source

Safety Engineering	1984/85 $	1985/86 $
Boiler Inspection Fees	802,068	1,068,103
Electrical Inspection Fees	2,542,525	2,970,898
Elevator Inspection Fees	672,961	915,362
Gas Inspection Fees	1,036,316	1,222,709
Federal Provincial Share		
Boilers	13,140	
Electrical	– 0 –	
Elevating	5,040	
Total – Safety Engineering Services	**$5,072,050**	**$6,177,072**
Apprenticeship & Employment Training		
Private Training Institutions	25,924	30,255
Tradesmen's Qualifications	35,380	45,855
Welders Certificate	95,400	14,635
Duplicate Certificates	2,100	2,000
Simulated Practical Work Experience	259,109	37,600
Journeyman Upgrading		1,839,598
Joint Journeyman Upg. Admin.	369,993	75,000
Youth Training Option Project	– 0 –	35,150
Student Venture Loan Program	21,215	4,000
Vocational Rehab. Service	1,269,324	1,163,437
Total – Apprenticeship & Employment Training	**$2,078,445**	**$3,247,530**
Employment Standards		
Employment Agencies	5,160	6,250
Farm Licences	6,700	4,520
Review Fees	14,856	12,823
Total – Employment Standards	**$26,716**	**$23,593**
Arbitration Cases	2,710	454
Mediation Services	23	437
Labour Relations Board	100,251	67,264
Sundry Sales F/A	385	1,000
	$103,369	*$69,155*
Total Revenue/Recoveries	**$7,280,580**	**$9,517,350**

POLICY AND PLANNING BRANCH

The Policy and Planning Branch serves all program areas of the Ministry. The Branch functions as a centre of research and policy expertise which provides information and analysis to the Ministry's senior officials. Other functions of the Branch are to provide program development and evaluation support to line branches, support for negotiating federal–provincial training agreements, and advice to the Minister on arbitration appointments under Section 95 of the Labour Code.

The Branch derives legislative authority from Section 3 of the Ministry of Labour Act which refers primarily to the collecting and disseminating of statistical and other information relating to labour in the Province.

The Branch contributes significantly to Ministry of Labour goals by providing information and analysis of policy and legislative options which address the Ministry's labour market activities, industrial relations, and public and occupational safety. The Branch collects and publishes data on collective bargaining trends in the Province.

In addition to senior Ministry officials, the Branch's main client groups include employers, labour lawyers and academics located across the Province. It generates internal reports, briefing papers and publications, including *Collective Bargaining Information* (monthly), *Negotiated Working Conditions* (annual), *Calendar of Expiring Collective Agreements* (annual), and the *B.C. Labour Directory* (annual). These publications are available on a subscription basis through the Queen's Printer bookstore.

Inter–ministerial and inter–governmental activities during the fiscal year included developing and monitoring the federal–provincial "Canadian Jobs Strategy" initiatives; support and representation in renegotiating the National Training Act with the federal government; involvement in federal–provincial discussions on labour market, immigration levels, and refugees; representing the Ministry at various federal–provincial meetings of sub–committees of CAALL (Canadian Association of Administrators of Labour Law). The Branch also participated in policy development of federal–provincial negotiations on the Workplace Hazardous Materials Information System (WHMIS).

Ongoing research support was provided to the Construction Industry Advisory Council and its manpower committee, to the Provincial Apprenticeship Board, and to the Federal–Provincial Labour Market Needs Committee, in addition to a number of ad hoc policy development projects.

Work continues on cataloguing and storing the collective agreements library. This involves automating the cataloguing system by coding and placing the information on the Ministry's mini–computer system.

In addition to involvement with federal employment programs, Branch staff also provided research support for the development of provincial government employment programs such as the Challenge 85/86 Program.

The Branch houses the Ministry's library of over 6,000 titles, plus a collection of journals and government publications related to labour issues. Directed primarily to Ministry and other government staff, the library is also available to the public. Major library functions include responsibility for providing current information awareness and information referral services for Ministry staff, centralized publications ordering and accounts payable, providing standardized cataloguing services, inter-library loans and reference services for the Ministry and outside users.

Table 17: Major Collective Agreement Expiring in 1986

Employer or Bargaining Agency	Union, Local	Expiry Date	Employ Cov'd
B.C Ferry Corporation	B.C. Ferry Workers	31 Oct.	2,169
B.C. Forest Products	IWA, 1 – 424, 2324	30 Jun.	600
B.C. Forest Products (McKenzie – A.B. & C. Mills)	PPWC, 18	30 Jun.	550
B.C. Hydro	IBEW, 213	31 Mar.	512
B.C. Hydro	IBEW, 258	31 Mar.	2,476
B.C. Hydro	OTEU, 378	31 Mar.	3,263
BCIT	BCIT Staff Society	31 Dec.	875
B.C. Telephone	TWU	31 Dec.	10,500
Canadian Forest Products	IWA, 1–424	30 Jun.	800
C.P.R.	Non–operating Unions	31 Dec.	800
Construction Labour Relation Association	Building Trades	30 Apr.	33,000
Continuing Care Employees Relations Association	HEU, 180	31 Mar.	700
T. Eaton Company	Eaton's Employees Association	25 Jan.	750
Fish Processor Bargaining Association (Fresh Fish and Cold Storage)	UFAWU	15 Apr.	1,000
Fish Processor Barg. Assoc. (Salmon Price Agreement)	UFAWU	15 Apr.	5,000
Fish Processor Bargaining Association (Cannery)	UFAWU	15 Apr.	2,000
Fish Processor Barg. Assoc. (Salmon Price Agreement)	Native Brotherhood	15 Apr.	1,500
Forest Industrial Relations	IWA	14 Jun.	24,100
Fletchers Fine Foods	Food & Commerical, 283	31 Mar.	500
Health Labour Relations Association	HEU, 180	31 May	23,732
Insurance Corporation of B.C.	OTEU, 378	30 Sep.	2,361
Kelly Douglas & Subsidiary	Food & Commercial, 2000	31 Mar.	600
Metal Industries Association	Steelworkers	31 Jan.	850
P.N.E.	CUPE, 1004	31 Dec.	700
Interior Forest Labour Relations Association	IWA, Several Locals	30 Jun.	6,500
Lornex Mining Corporation	Steelworkers, 7619	30 Jun.	650
N. Cariboo Forest Labour Relations Association	IWA, 1 – 424	30 Jun.	4,000
Northwood Pulp & Timber	IWA, 1 – 424	30 Jun.	1,200
Pulp & Paper Industrial Relations Bureau	CPU, Several Locals	30 Jun.	7,000
Pulp & Paper Industrial Relations Bureau	PPWC, Several Locals	30 Jun.	5,500
School Districts 13, 14, 15, 21, 22, 23, 89, & 7	CUPE, 523	30 Jun.	873
Scott Paper	CPU, 456	30 Jun.	543
Weldwood of Canada (Cariboo Division)	IWA, 1 – 424	30 Jun.	505
Canada Post	CUPW	30 Sep.	2,669
Council of Marine Carriers	CBRT, 400	30 Sep.	500
Council of Maine Carriers	Merchant Service Guild	30 Sep.	850
Pacific Press	Newspaper Guild, 115	31 May	851
Seventy–five Public School Boards	BC Teachers Federation	30 Jun.	30,000
UBC Health Sciences Centre Hospital Soc.	HEU, 180	31 Mar.	588
Utah Mines	Operating Engineers, 115	12 Apr.	700
Vancouver Dairy Agreement	Teamsters, 464	31 Mar.	930
Workers Compensation Board	WCB Employees	31 Mar.	1,300

Table 18: Work Stoppages in British Columbia, 1985
Three-year Comparison, 1983 – 1985 B.C. Workers

	Stoppages			B.C. Workers Directly Involved			Duration in Worker-Days		
	1983	1984	1985	1983	1984	1985	1983	1984	1985
Totals for All Industries	88	56	88	115,552	31,786	10,523	769,269	819,678	164,402
	Jurisdictional Classification								
Provincial	87	53	75	115,519	31,272	8,800	769,236	810,643	125,777
Federal	1	3	13	33	514	1,723	33	9,035	38,625
	Industrial Classification								
Goods Producing	46	22	27	24,943	20,389	6,182	194,955	67,932	41,696
Agriculture	1	—	—	10	—	—	690	—	—
Forestry	4	2	3	1,294	927	1,003	7,758	1,426	2,535
Fishing	1	—	—	3,000	—	—	3,000	—	—
Mines (b)	3	1	2	5,721	300	1,400	104,534	17,405	13,027
Manufacturing	34	19	21	13,788	19,162	3,744	77,997	49,101	26,064
Construction	3	—	1	1,130	—	35	976	—	70
Service Producing	42	34	61	90,609	11,397	4,341	574,314	51,746	122,706
Transport (c)	12	10	20	7,262	9,827	2,104	167,046	89,683	49,809
Trade	7	7	11	201	338	251	3,666	28,670	34,433
Finance (d)	1	—	—	10	—	—	1,000	—	—
Community Serv.	13	3	6	51,665	279	1,073	160,918	5,774	3,881
Business (e)	2	12	20	18	464	503	269	20,482	34,344
Public Admin.	7	2	4	31,453	489	410	241,415	7,137	239

(a) Preliminary
(b) Includes Quarries & Oil Wells
(c) Transportation, Communication & Other Utilities
(d) Finance, Insurance and Real Estate
(e) Business and Personal Services

Table 19: Unions with a Membership in British Columbia greater than 5,000

Relative Position 1985	Union	Membership 1985	Relative Position 1983
1	B.C. Government Employees' Union	41,081	1
2	International Woodworkers of America	33,719	2
3	B.C. Teachers' Federation	32,719	3
4	Canadian Union of Public Employees	28,112	4
5	Hospital Employees' Union	25,000	5
6	Teamsters	19,080	6
7	B.C. Nurses' Union	18,624	8
8	Public Service Alliance of Canada	15,402	10
9	Food and Commercial Workers	14,506	9
10	Operating Engineers	14,521	11
11	Carpenters	13,780	7
12	Laborers	11,106	13
13	Telecommunications Workers	11,018	14
14	International Brotherhood of Electrical Workers	10,737	15
15	Hotel & Restaurant Employees	10,604	12
16	United Steelworkers of America	10,417	16
17	International Association of Machinists	9,326	19
18	Canadian Paperworkers' Union	8,920	18
19	Office & Technical Employees' Union	7,935	17
20	Pulp, Paper and Woodworkers	6,634	20
21	United Fishermen and Allied Workers	5,483	22
22	Health Sciences Association	5,220	*

*did not have over 5,000 members in 1983.

Table 20: B.C. Wage Settlements by Quarter
Second Quarter 1985 to First Quarter 1986

Settlement Average (a)	Number of Settlements	Employees Covered	Average Annual Increase %	Average Annual Increase ¢/hr
1st Quarter 1985	70	18,098	2.3	33
2nd Quarter 1985 (b)	97	25,995	1.8	27
3rd Quarter 1985 (b)	81	28,866	2.1	33
4th Quarter 1985 (c)	60	21,657	1.6	18
Average Last Four Quarters	308	94,616	2.0	28

(a) As represented by the arithmetic average of the modal skilled and modal un/semiskilled pay rates.
(b) Revised.
(c) Preliminary

PERSONNEL SERVICES BRANCH

This Branch provides the recruitment, layoff, recall, dismissal, classification, labour relations, staff training, occupational health, occupational safety, compensation, benefit administration, leave management, employee records and organizational development services for the Ministry of Labour. The Branch deals directly with the public seeking employment in the public service and represents the ministry in matters of concern to the Government Personnel Services Division.

The program has existed since the ministry was established and is governed by personnel policies of the Government, the Public Service Act, the Public Service Labour Relations Act, Labour Code of British Columbia, Employment Standards Act, Human Rights Act, and is impacted by various collective agreements of public service trade unions.

Services are provided to the executive of the ministry, the employees of the ministry, program managers of the ministry, the central agencies, and the inquiring public.

The Personnel Branch devoted its energies into the categories set out in the following chart. Special effort was directed toward training Branch designates throughout the Province in recruitment practices and labour relations. A computerized personnel information system was developed and implemented.

	Concluded 1985/86	Carried into 1986/87
Staffing Actions	239	18
Classification Reviews	69	15
Labour Relations Issues	18	20
Special Projects	37	8
Training Sessions	27	7
Branch Reorganizations	5	1
Committees Served	15	10
Hearings	10	2

The Ministry will continue its work plan of decentralization of the personnel function to the Branch management level where practical over the next fiscal year.

The Ministry of Labour in 1985/86 had a full-time equivalency staffing target of 706 and program offices located in 45 communities throughout the Province.

Decentralization, which delegates the recruitment function from PSC to the Ministry, was begun in January 1985 and is currently 80 per cent complete.

COMMUNICATION SERVICES BRANCH

The Communication Services Branch promotes awareness and acceptance of Ministry programs and legislation. The Branch also:

- plans and executes effective promotional and informational programs within budgetary confines;
- provides public relations advice and services to the Minister and Ministry officials;
- promotes line branches' activities by producing news releases, brochures, audio–visuals and advertising;
- coordinates media inquiries and Ministry statements.By providing these services, Communications Services helps all branches of the Ministry carry out their missions.